

Demographic Change And The Public Service Workforce

Tom Gillaspy, State Demographer
MN Dept of Administration
November 2007

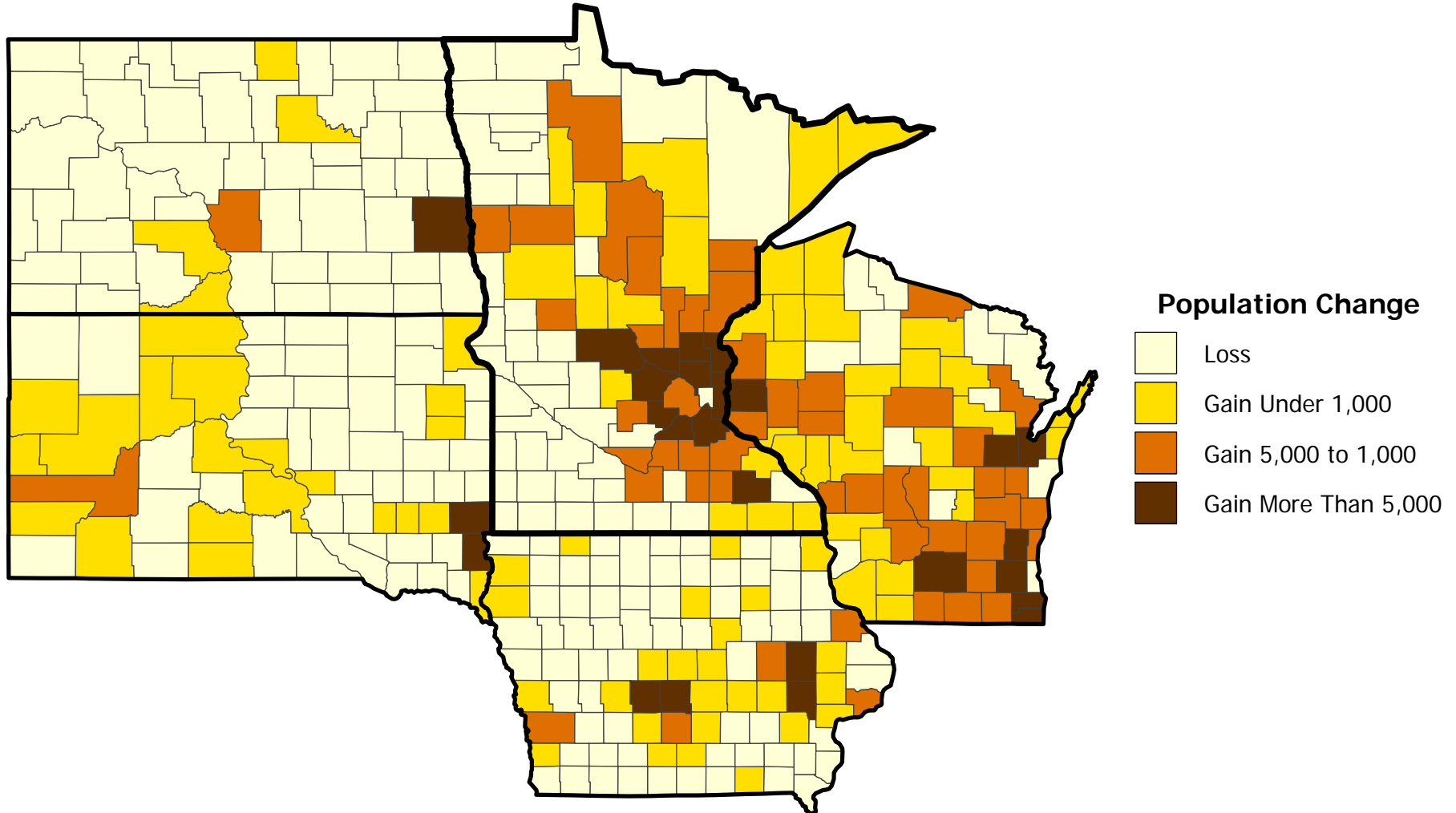
Government Workforce Is About To See Rapid Change

- Rural to urban migration from the Prairie is largely over
- Workforce is aging, especially in government
- Retirements will soon see rapid increase
- Fewer young workers will be available to fill the positions

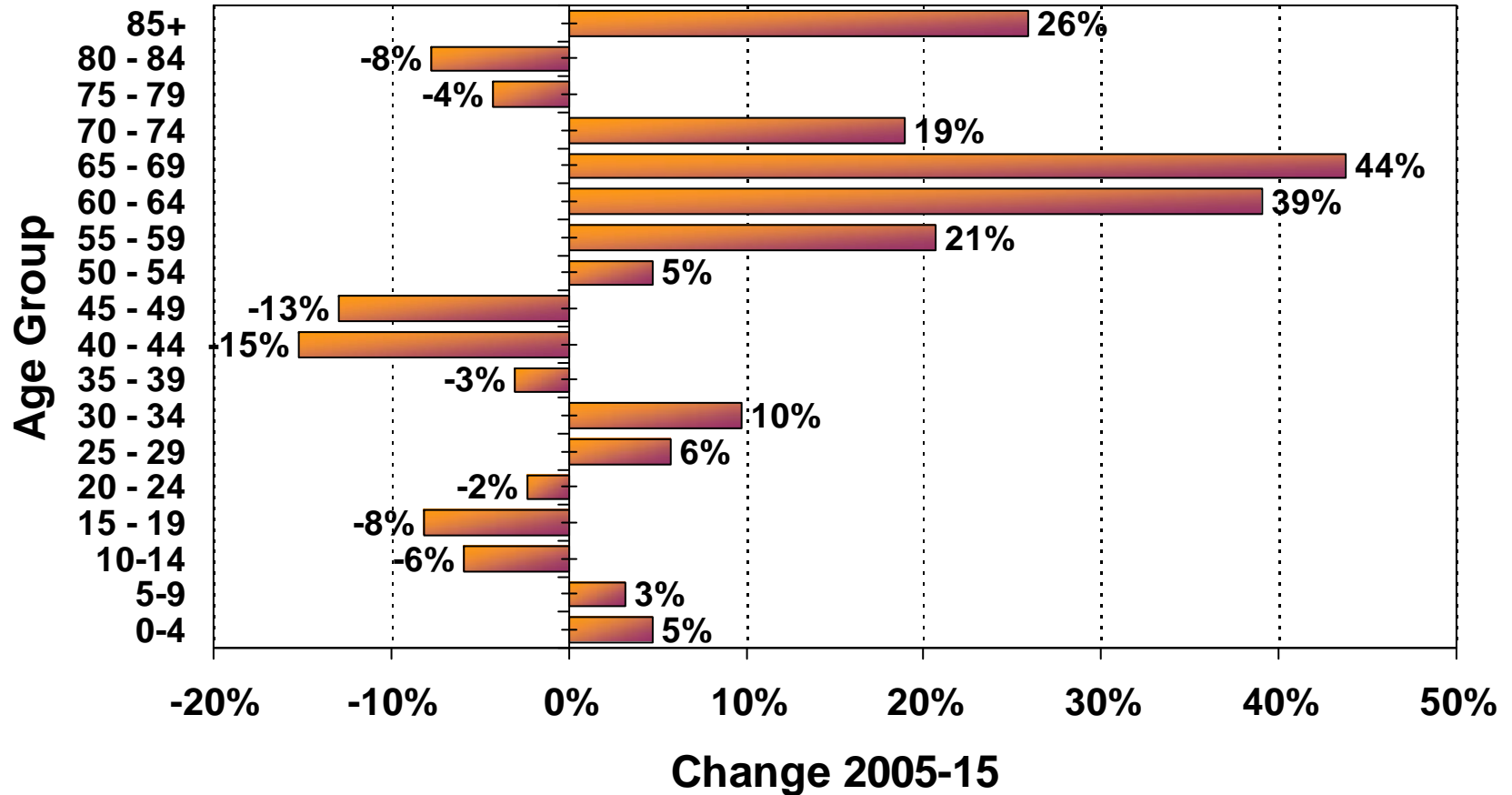
Population Change 2000-04

Census Bureau Estimate

The Metro Donut Is Growing Rapidly While Many Rural Areas See Loss



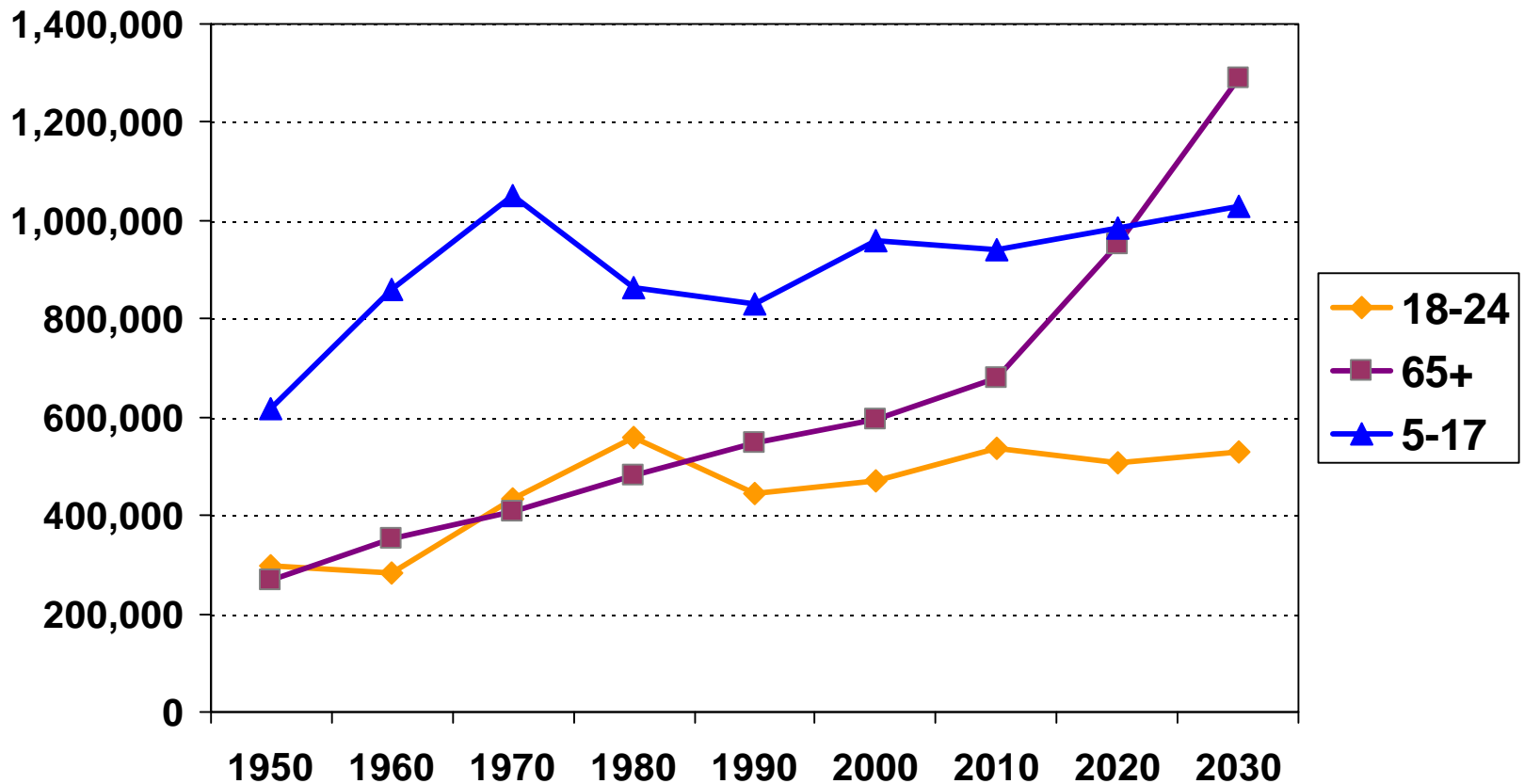
Over The Next 10 Years, Big 10 States Will See Substantial Growth In Retirement Age Population



Census Bureau forecast

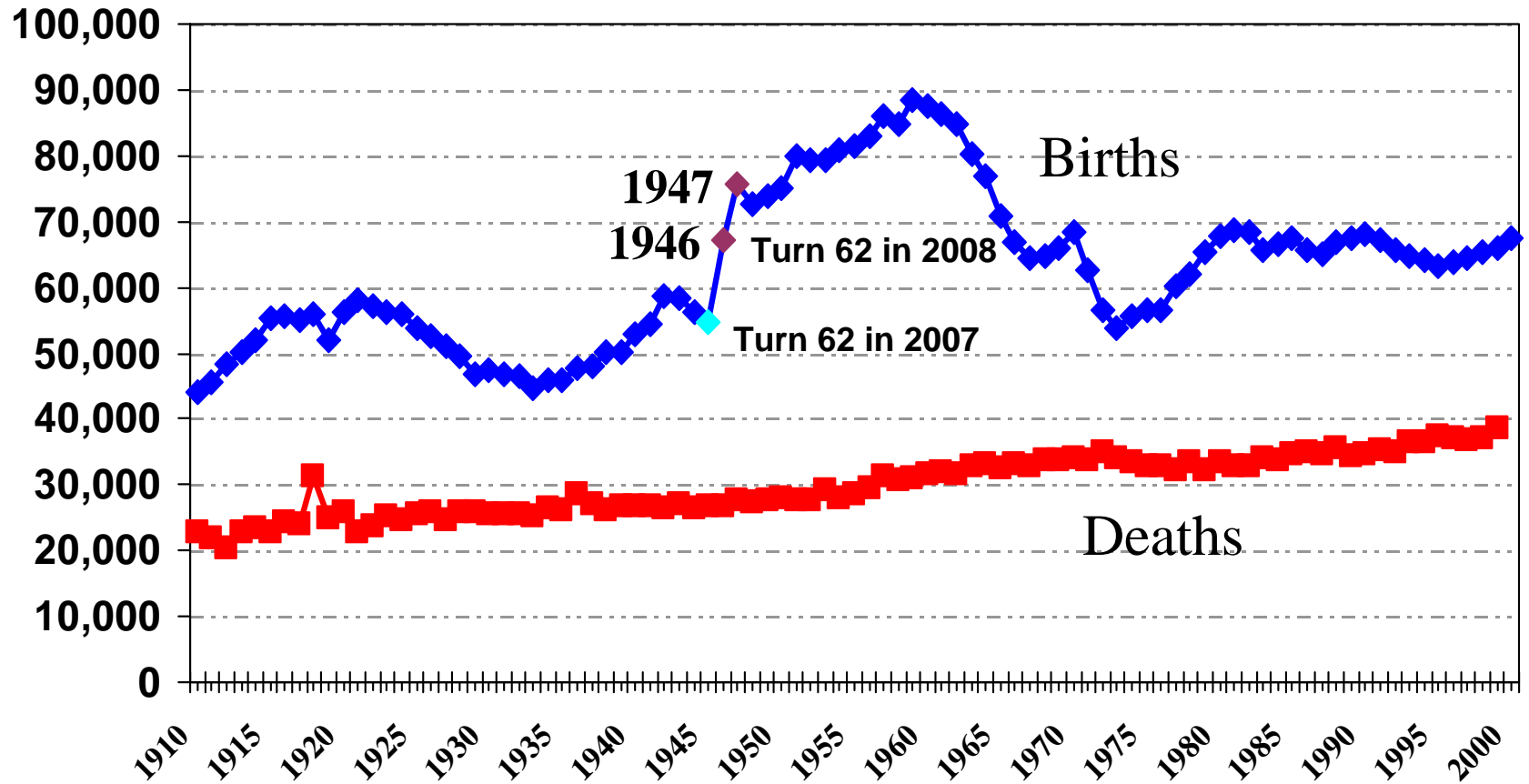
Minnesota Spending Priorities Will Change

The Three Largest Cost Drivers In The State Budget

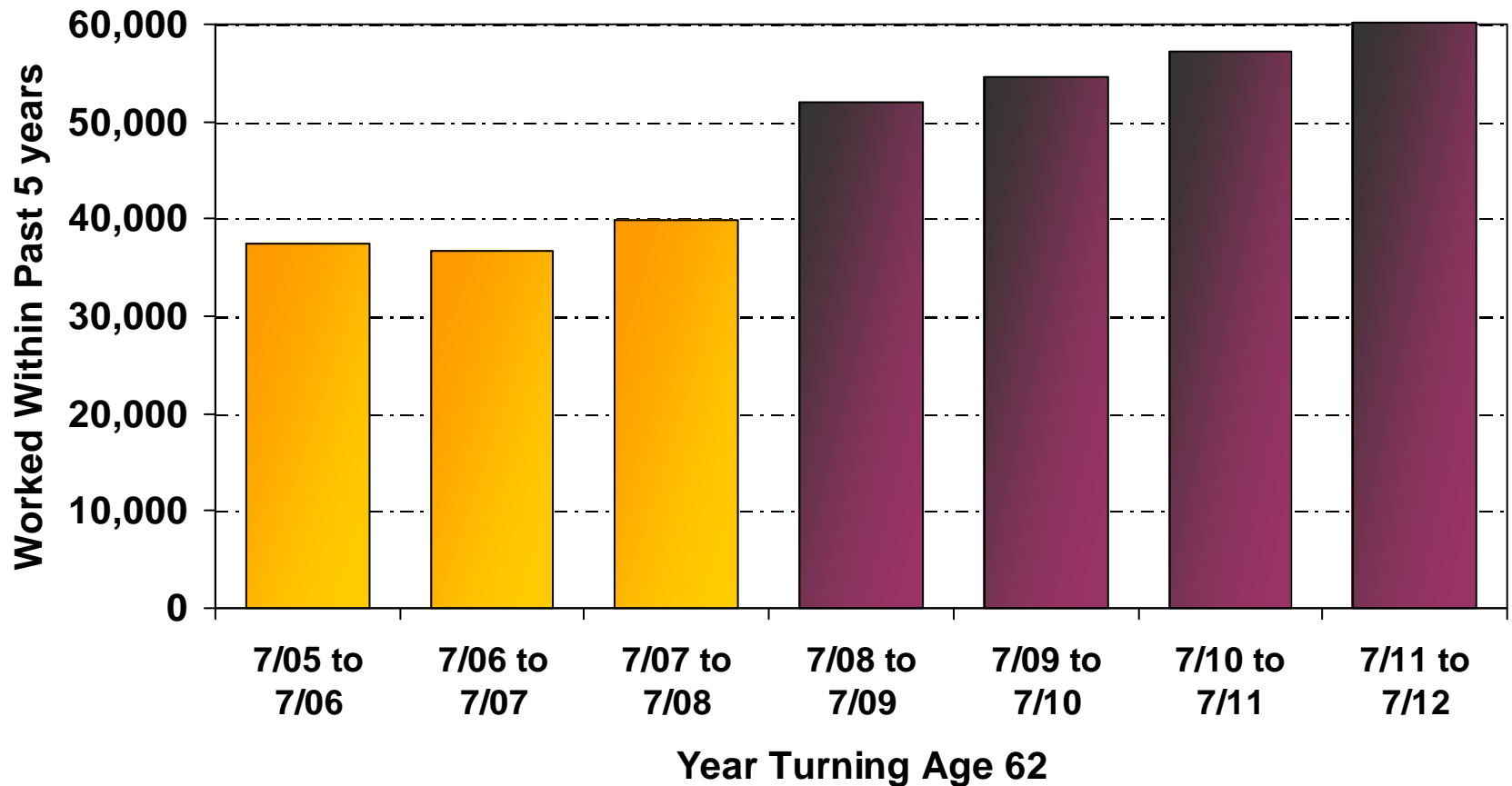


Census counts & State Demographer projection

Minnesota Births 1910 to 2000

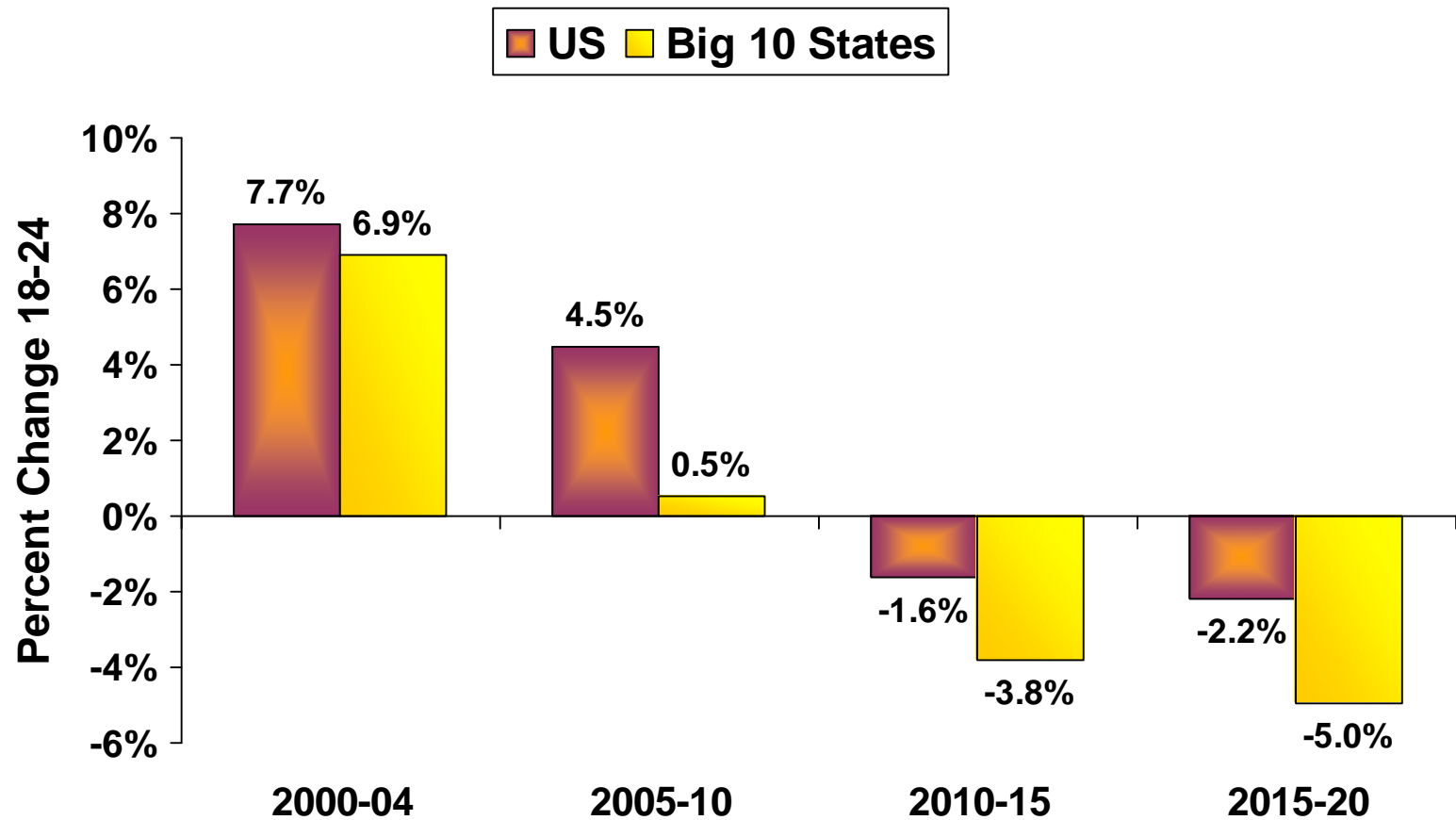


Minnesota Will See a 30 Percent Jump in Workers Turning Age 62 Beginning 2008



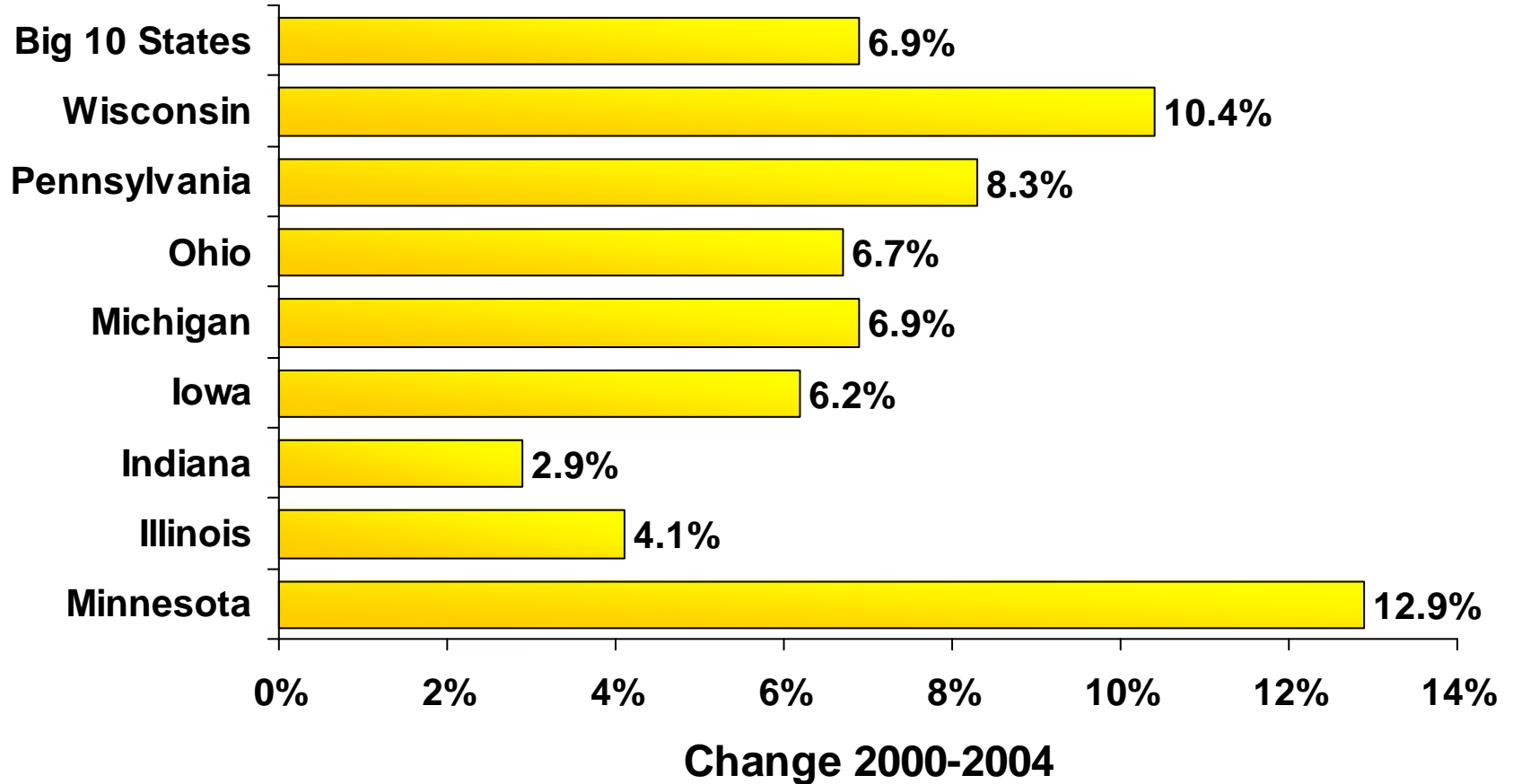
2005 ACS

Traditional College Age Population Is Growing Now, But Will Soon Slow, Decline



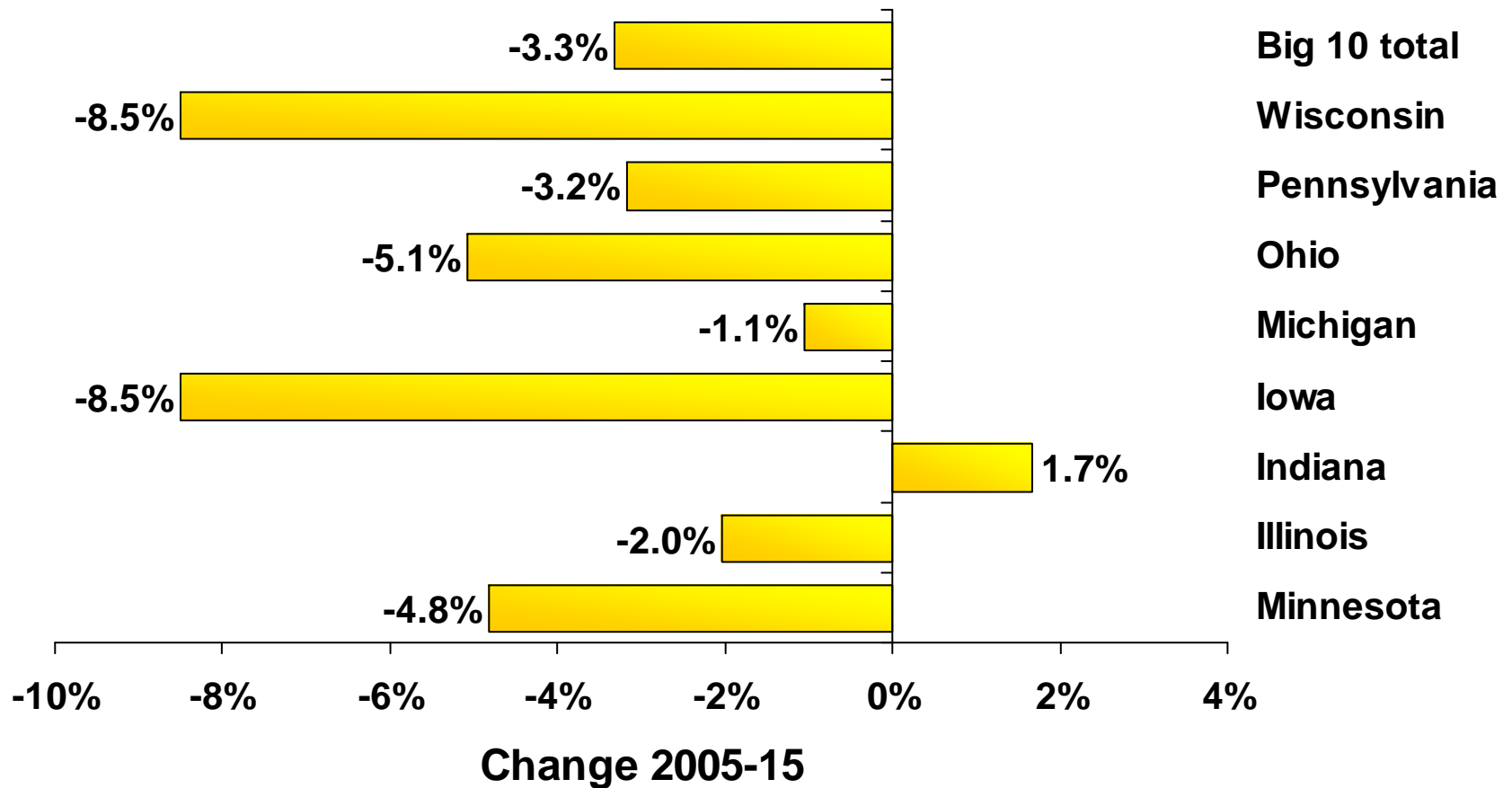
Census Bureau estimate and forecast

The Traditional College Age Population Has Grown This Decade Fueling Enrollment Growth



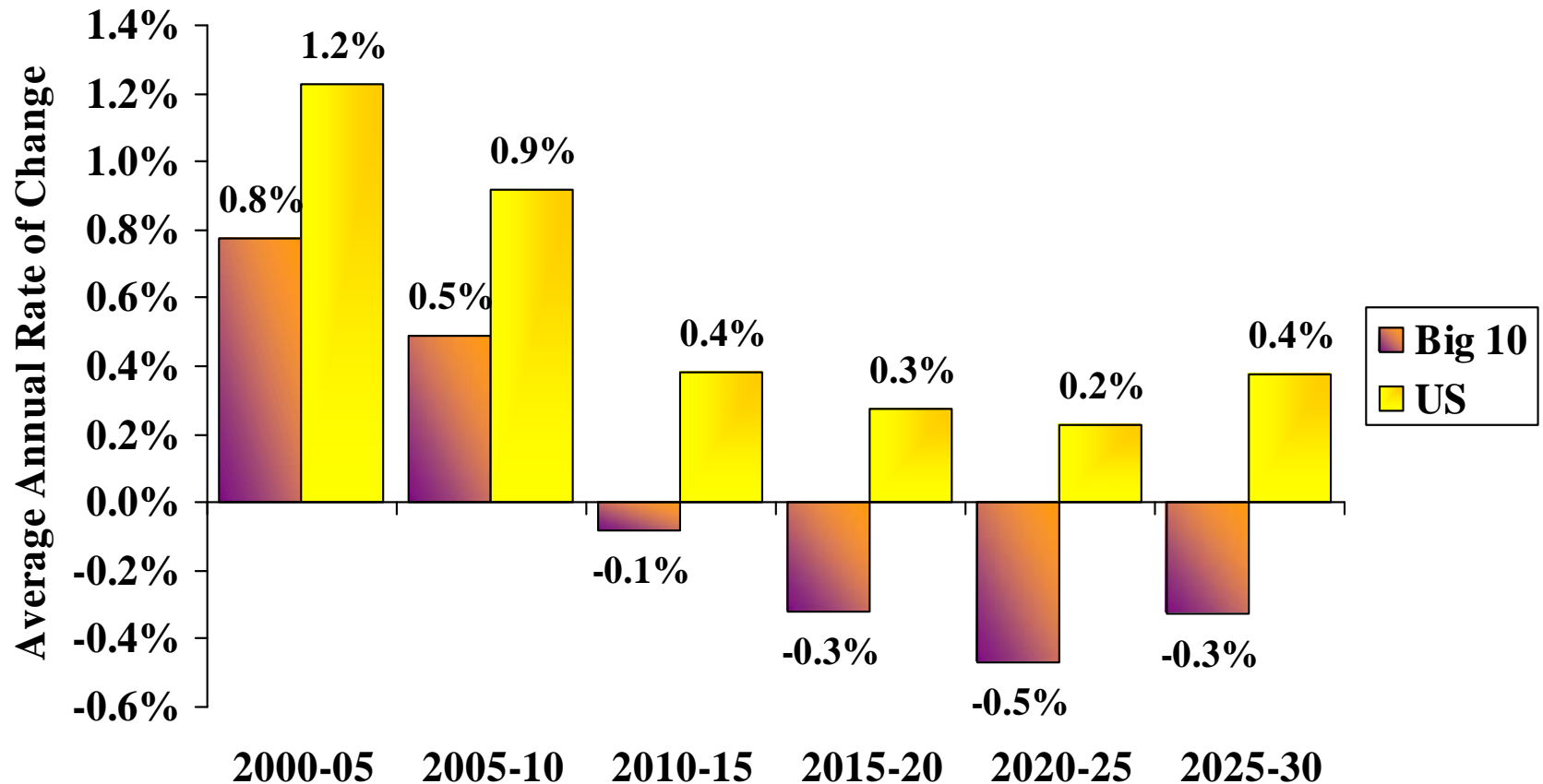
Census Bureau estimate

Traditional College Age Population Will Decline In Most Big 10 States Over The Next Decade

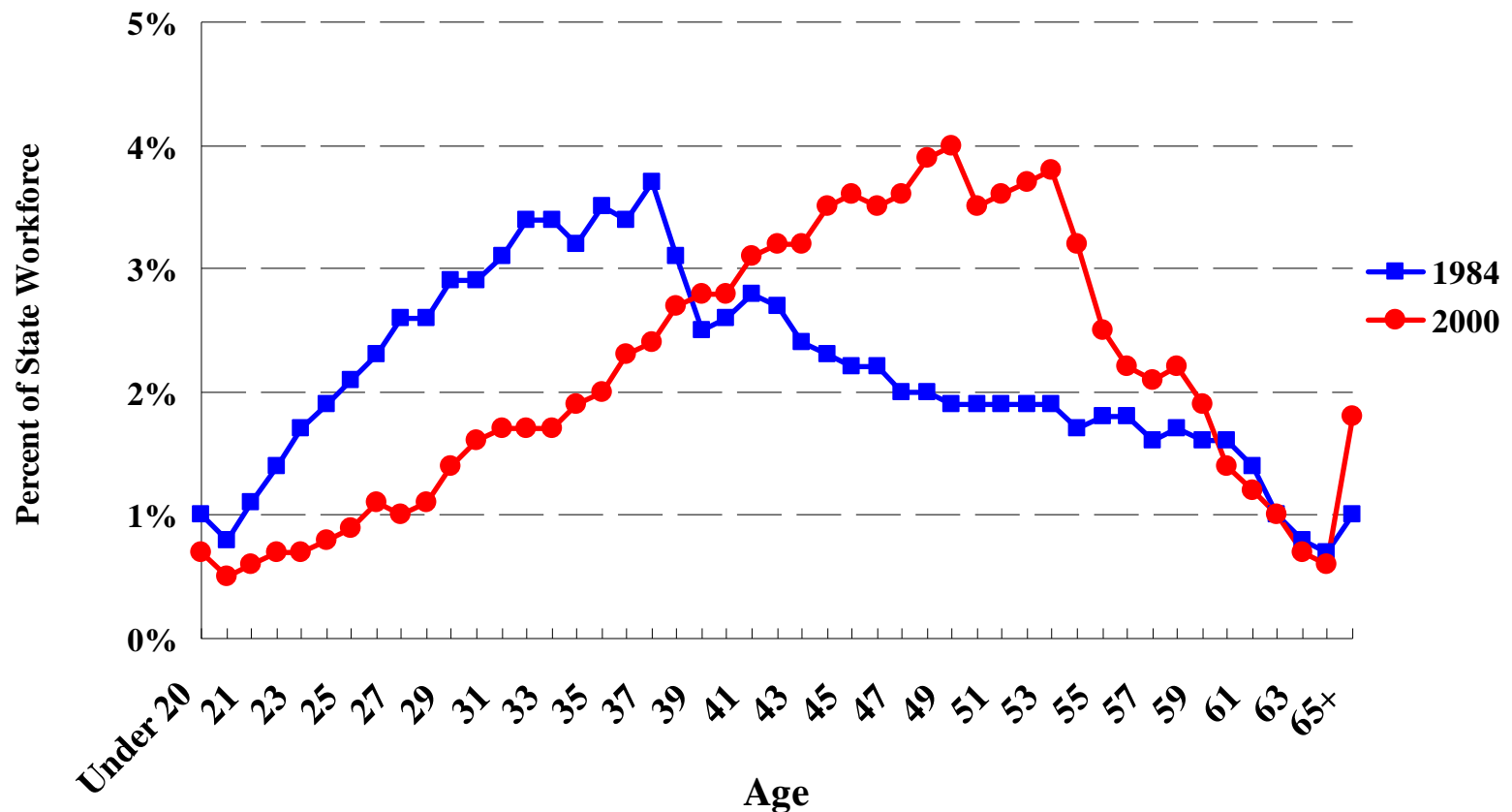


Census Bureau forecast

Prime Working Age Population (16-64) Will Grow More Slowly

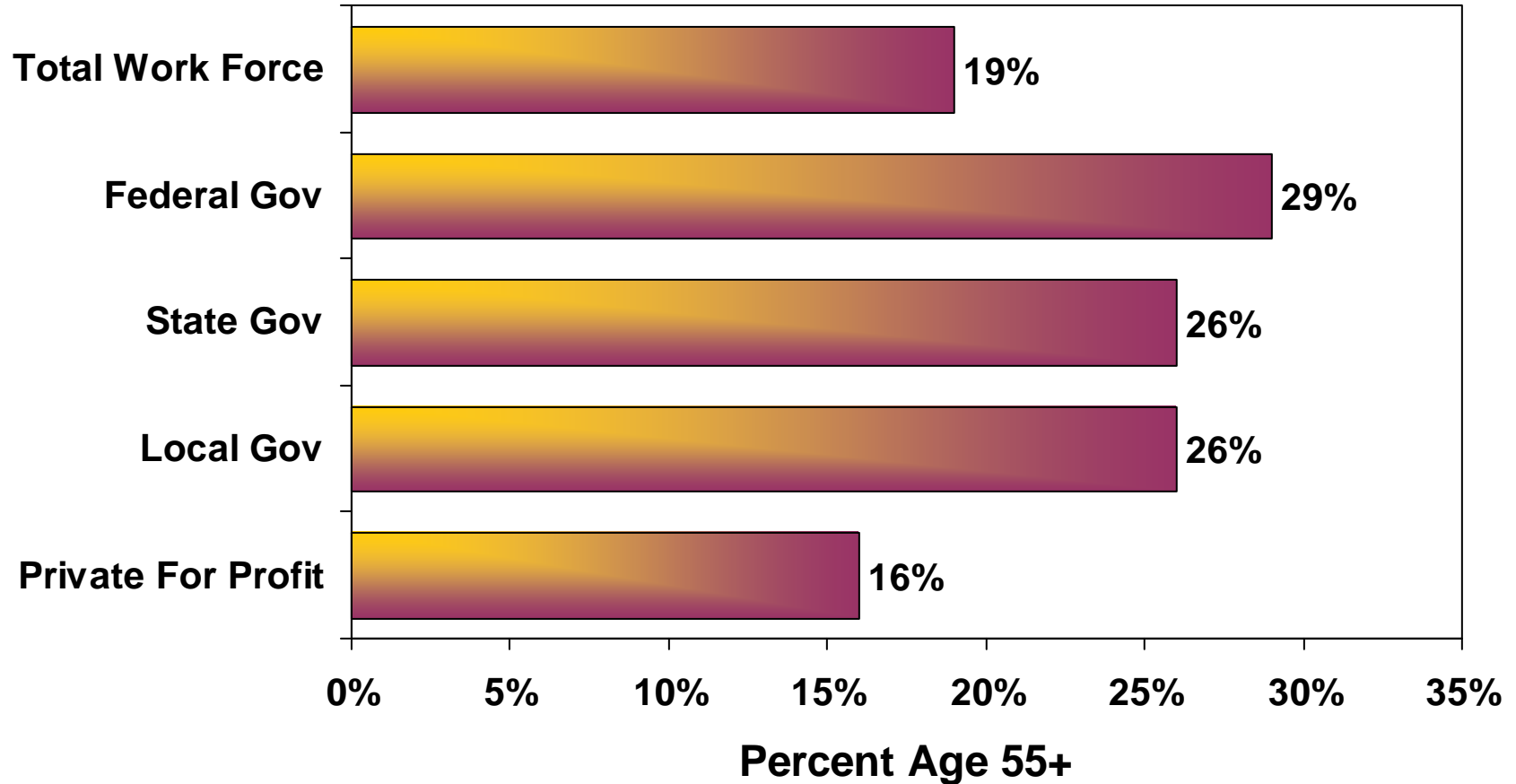


Minnesota State Government Workforce Is Aging Rapidly



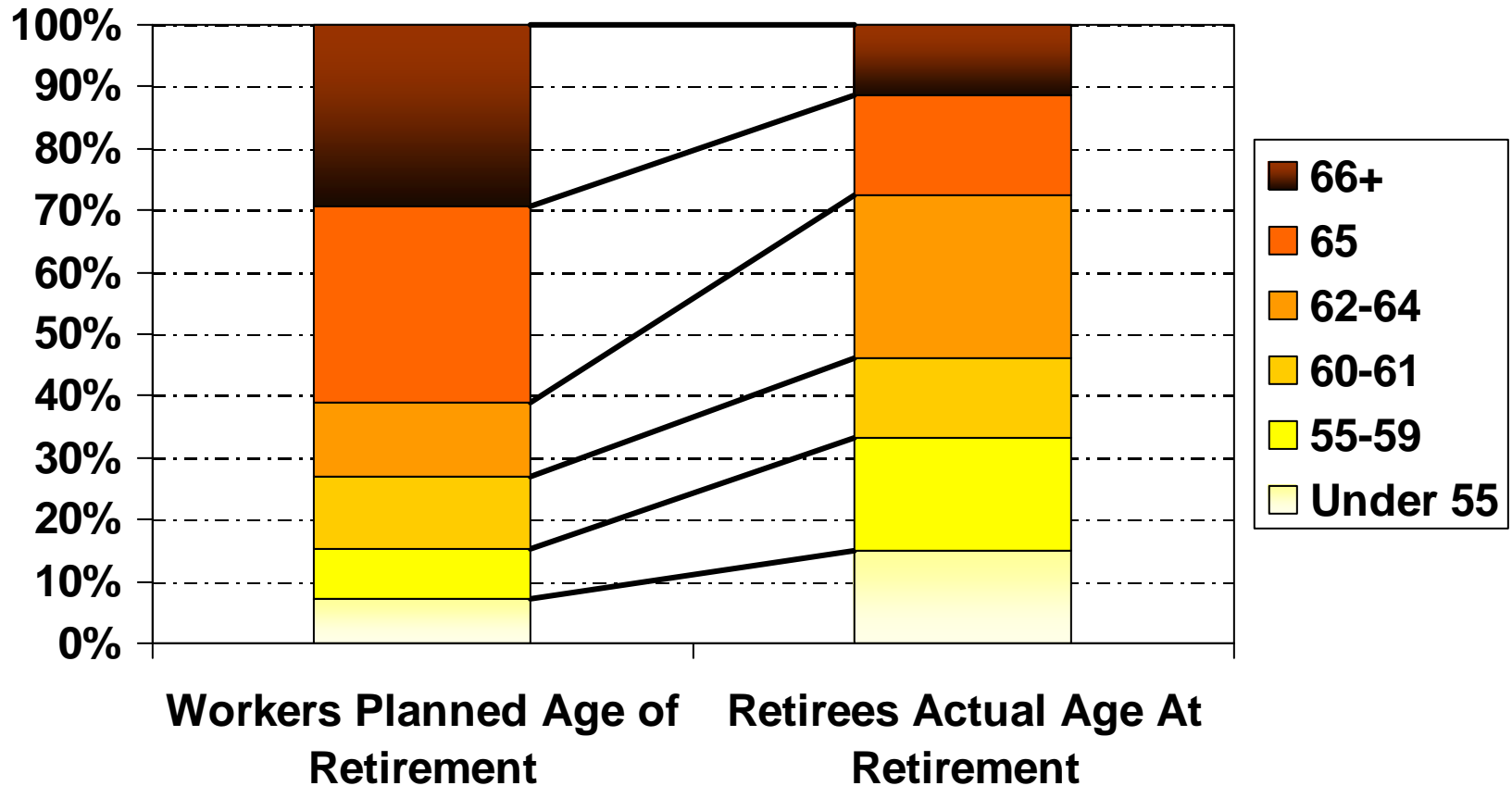
The Impending Retirement Boom Will Impact Government First

Percent Of Minnesota Workers Age 55+ By Class Of Worker In 2005



2005 American Community Survey

60% of Americans Plan To Retire At 65 Or Later; 70% Retire Before Age 65



2006 Retirement Confidence Survey, EBRI. Health, disability, layoffs main reasons for retiring earlier than planned.